

STRATEGIC SKILLS INITIATIVE ECONOMIC GROWTH REGION 9

Economic Growth Region 9 is comprised of ten counties including: Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, and Ripley, Switzerland. The SSI research & identification allocation was \$211,541. Methods used throughout the Research and ID phase were: primary/secondary research & data from previous studies, direct surveys, discussion groups, focus groups with business representatives and webinar sessions to identify root causes.

Key Occupational Shortages

Shortage Projection 2005-2007

Registered Nurses	52
Licensed Practical Nurses	45

Emerging Industries/Occupations

- Chemical Manufacturing (Agribusiness), Heavy & Civil engineering, Advanced Logistics, Wholesale Trade Brokerage.

Root Causes:

Education/Training: Capacity, Completion and Placement

- Insufficient academic preparation and practical/applied learning for the occupations.
- Lack of baseline skills and technical skills needed for advancement.
- Deficiency in leadership and human relations skills needed for advanced management.

The "Pipeline" and Career Awareness

- Expectations for employers and educators are different which creates a lack of awareness for skills required for job opportunities.
- Lack of awareness of career paths.

Wages & Benefits

- Wage levels combined with the perceptions about the work environment = shortage in the health care field.
- Salary is the core issue for lack of qualified nurse educators. Wages are higher for persons (with their qualifications) to remain nurses.

Employer HR Policies and Practices

- Difficulties within Human Resources and management due to increase in retirements and loss of knowledge which in turn, causes job stress and turnover.
- High turnover due to long hours, lack of career paths, working environment and conditions.

Leakage/"Brain Drain"

- Lack of clear career/job opportunities.

Identified Solutions:

- **Regionalize** through the convergence of interests between the new Regional Workforce Board and the broadened geographic planning scope of the Regional Education and Learning Centers.
- **Integrate** the planning and service delivery strategies under the Regional Workforce Board.
- **Align** funding sources in response to specific action plans developed by key industry sectors, and use the sector planning groups for quality assurance in meeting needs.
- **Innovate** through pilot initiatives designed by each sector planning group, combining public and private funds in creative ways and also pursuing fund development strategies when needed.

INDIANA ECONOMIC GROWTH REGION 9 LABOR FORCE DATA

	Bartholomew		Dearborn		Decatur		Franklin	
	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change
Rate	5.3	-0.3	5.8	-0.8	5.4	-1.0	7.0	-1.3
Employed	35,790	1130	25,040	920	12,050	320	11,330	410
Unemployed	2,000	-70	1,550	-160	690	-110	860	-130
	Jackson		Jefferson		Jennings		Ohio	
	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change
Rate	5.0	-0.7	5.3	-0.8	7.1	-1.2	6.0	-0.4
Employed	21,020	300	16,610	460	13,070	350	3,020	115
Unemployed	1,100	-150	930	-120	1,010	-140	190	-10
	Ripley		Switzerland		EGR 9			
	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change	Feb. 06	Yr. vs. Yr. Change		
Rate	5.5	-1.3	4.9	-0.6	5.6	-0.8		
Employed	14,100	400	5,500	165	157,550	4590		
Unemployed	820	-180	280	-35	9,420	-1110		